

SUBMARINE OFFICER COMMUNITY STATUS



CDR Jim Waters
XO Detailer
(PERS -421)

DETAILERS



LT DAVID KAISER
JUNIOR OFFICER
SHORE



LCDR RAY GABRIEL
POST-DH SHORE



CDR JIM WATERS
EXEC OFFICER/
POST XO



LT MIKE DELANEY
JUNIOR OFFICER



PERS-42 **LCDR CALEB KERR**
DEPT HEAD



Community Status Brief



■ Submarine Force Status

- Accessions and Reten
- Tour Lengths
- Promotions

■ Detailer Users Manual

- Background
- JO Detailing
- DH Detailing
- XO/Post XO
- CO/Post CO

■ Required Knowledge

- Screening Boards

■ News You can Use

- Grad Ed/ JPME
- Compensation Initiati

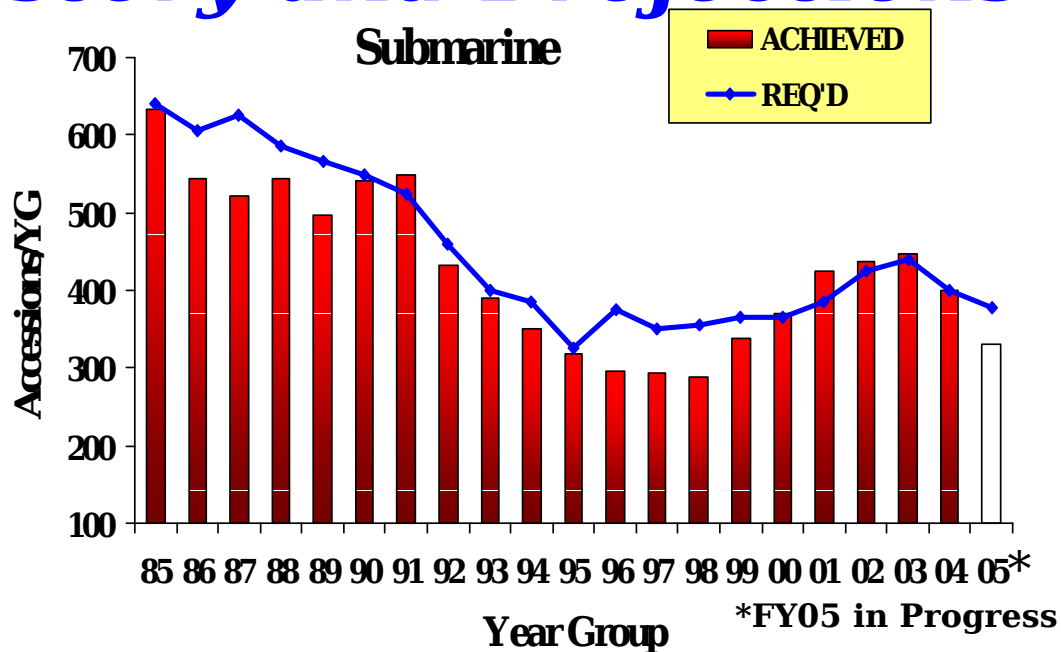




Submarine Officer Accessions

History and Projections

- Requirements determined by force structure and retention
 - DH requirement limiting
- A continuing challenge to recruit quality candidates
- Overall accession goals met last five consecutive years
- Mid-year reduction in FY-05 goal from 387 to 378 to take advantage of POM-06 FOR changes and improved 3-7 YCS retention

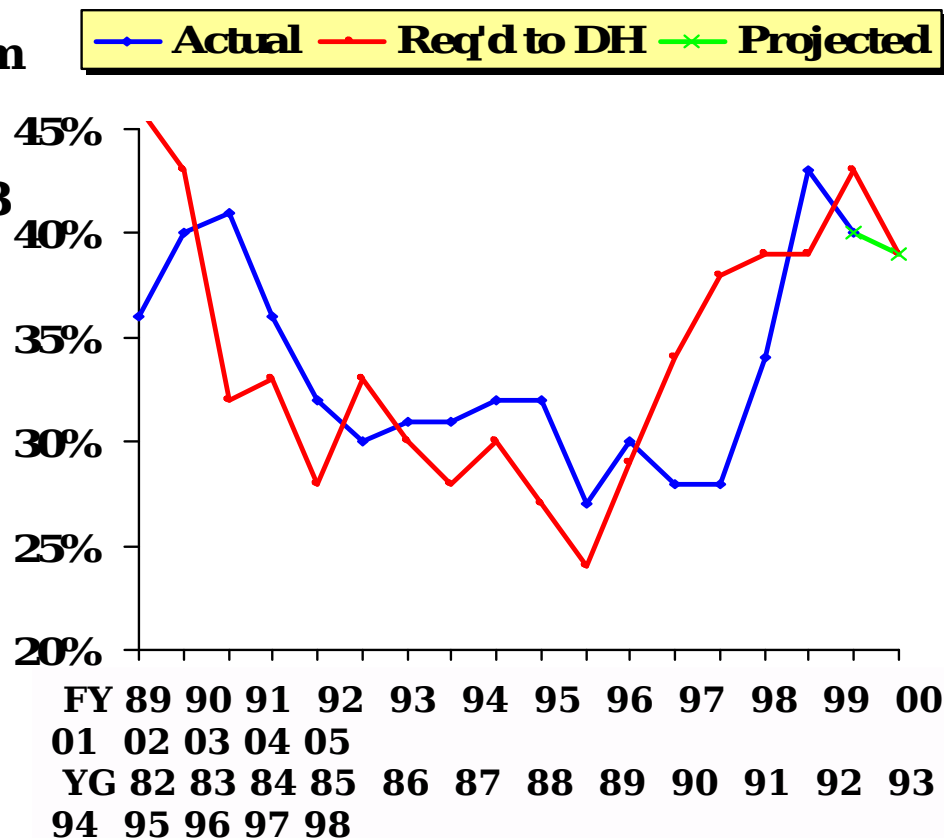




Submarine Officer Retention

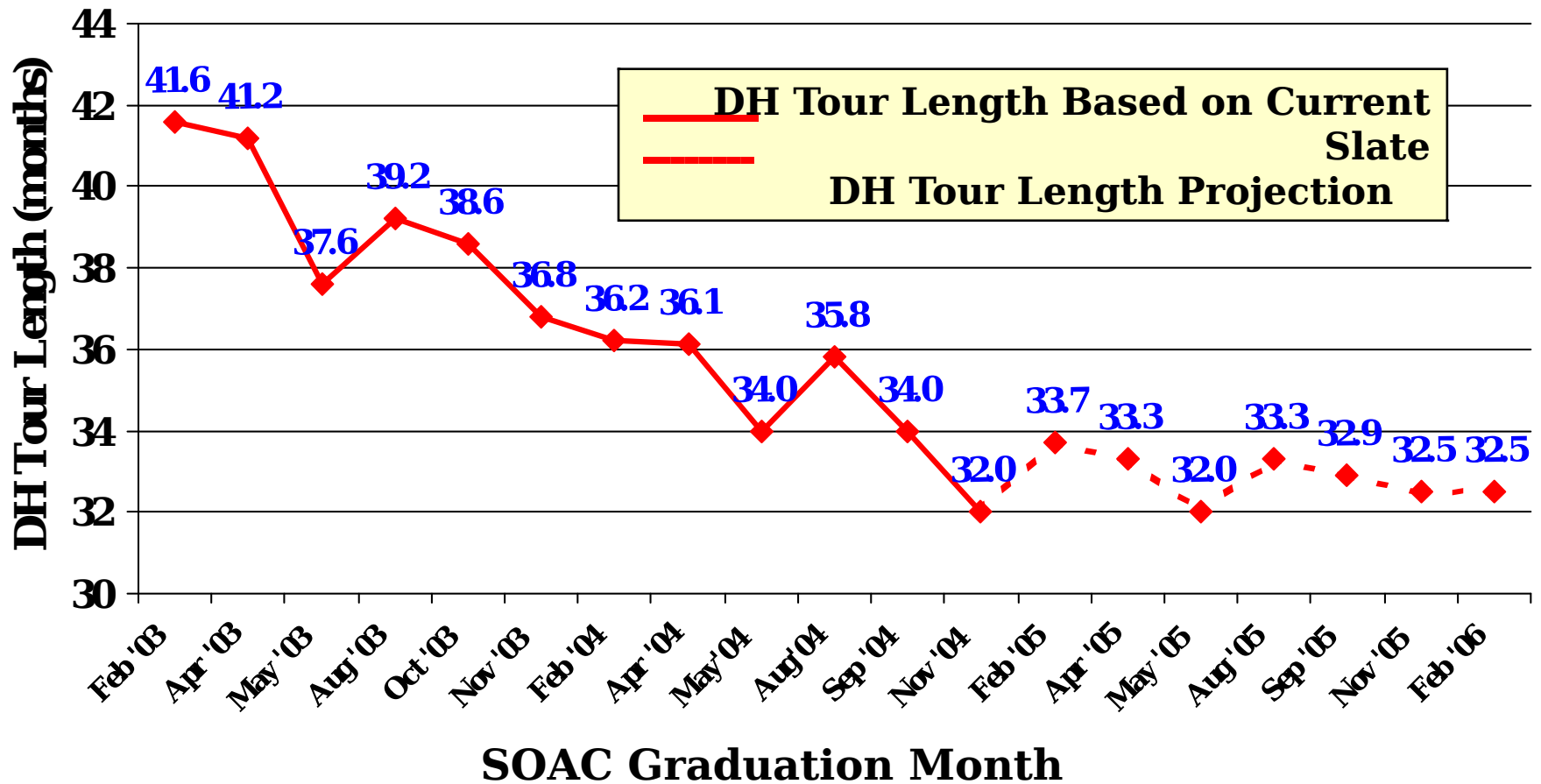
Actual vs. Required

- Retention is a measure of the continuation rate of a YG from 3 to 7 YCS (minus pending RESIGS)
- DH requirements (FOR) and 3 YCS inventory drive required retention
- FY-01 and 03 NOIP increases have had a significant effect on retention
 - Increased from 28% in FY01 to 43% in FY03
- Must improve as under-accessed YGs approach their stay-leave decision
 - YG97 was short of requirements achieving 40% retention (43% was required)
 - YG98 requires a 39% retention rate (currently 31.4%)





Projected DH Tour Lengths

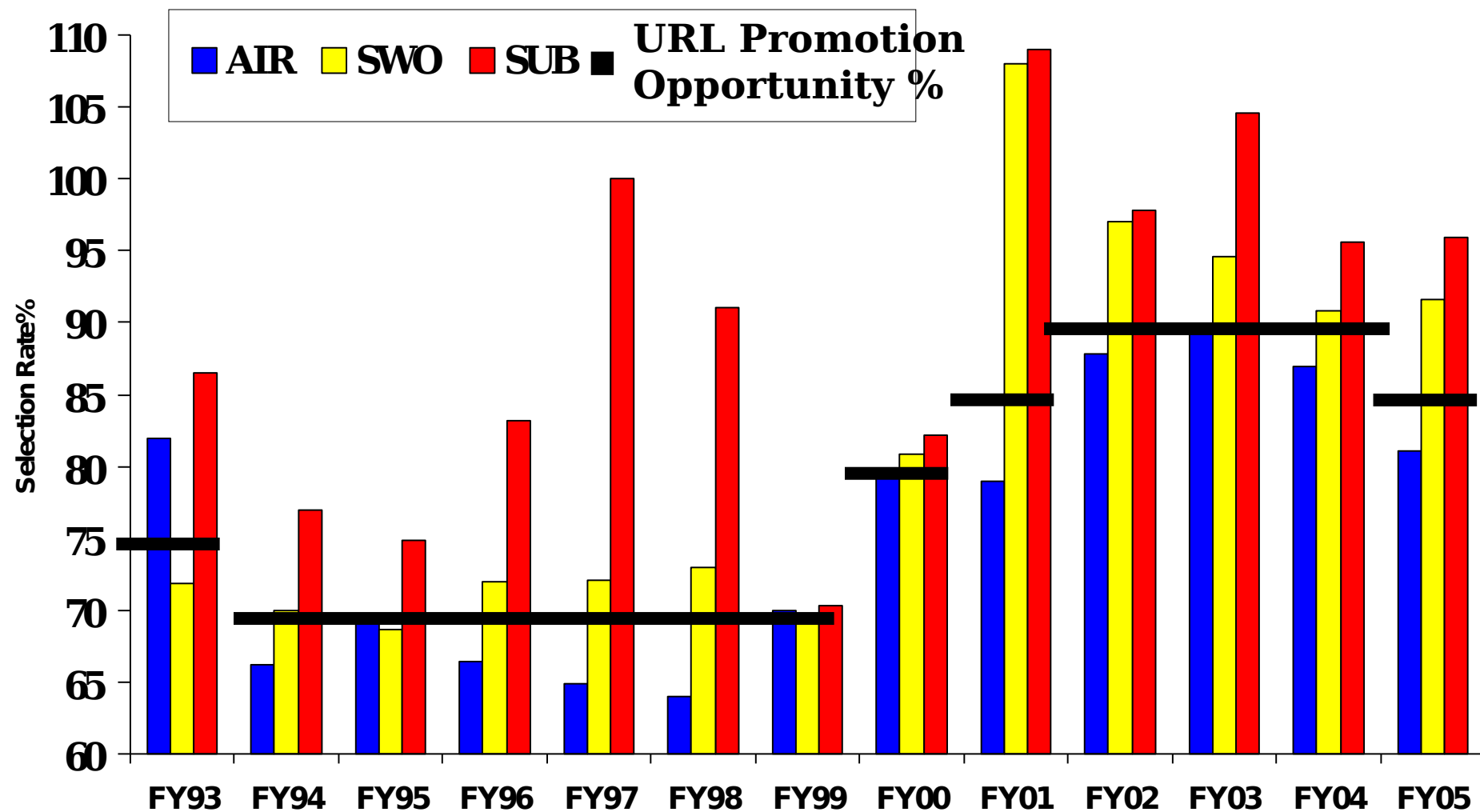


Note: Tour Length represents average tour length of those DHs being relieved by graduating



URL O-4 Promotion Board

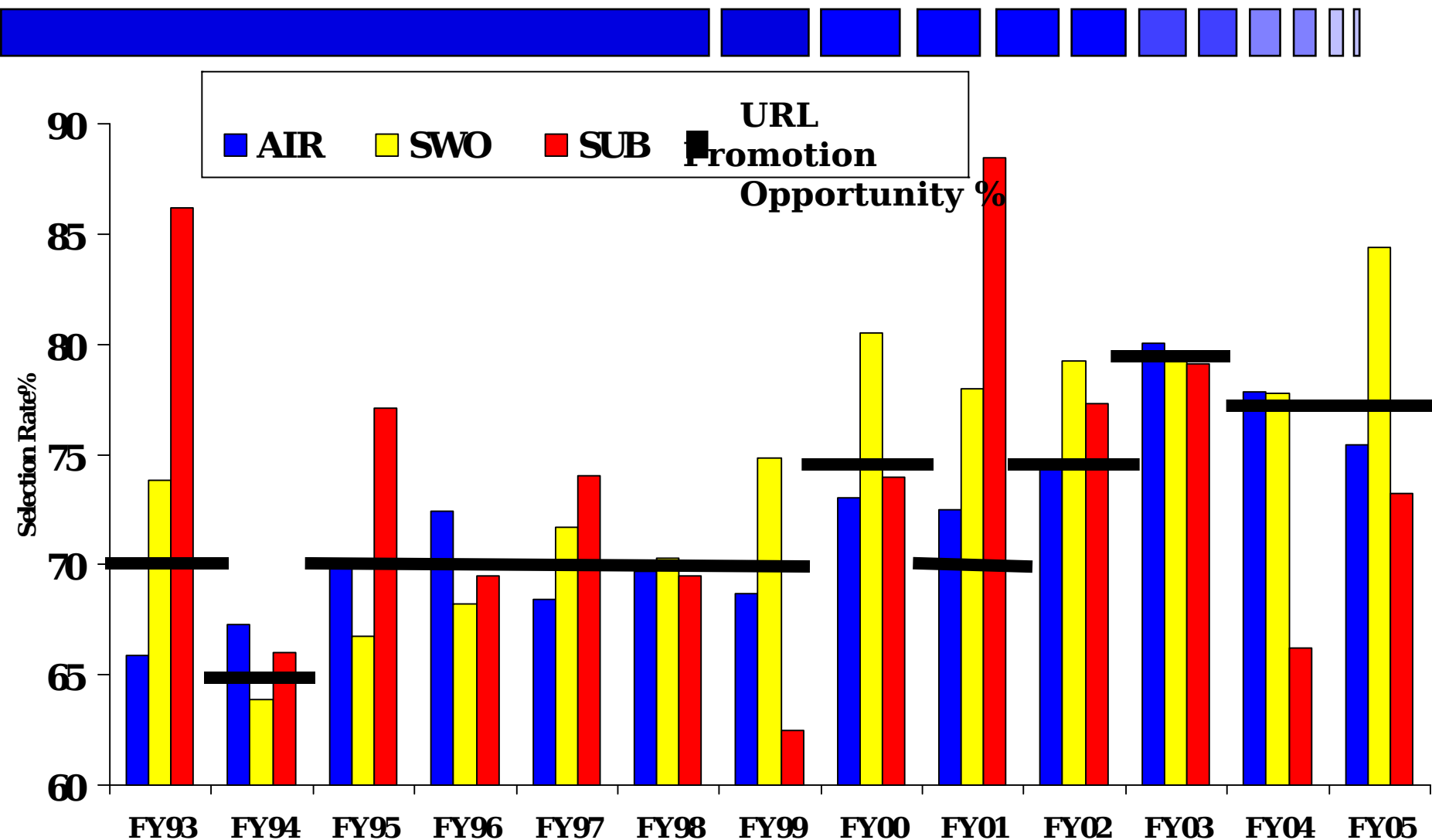
1993-2005





URL 0-5 Promotion Board

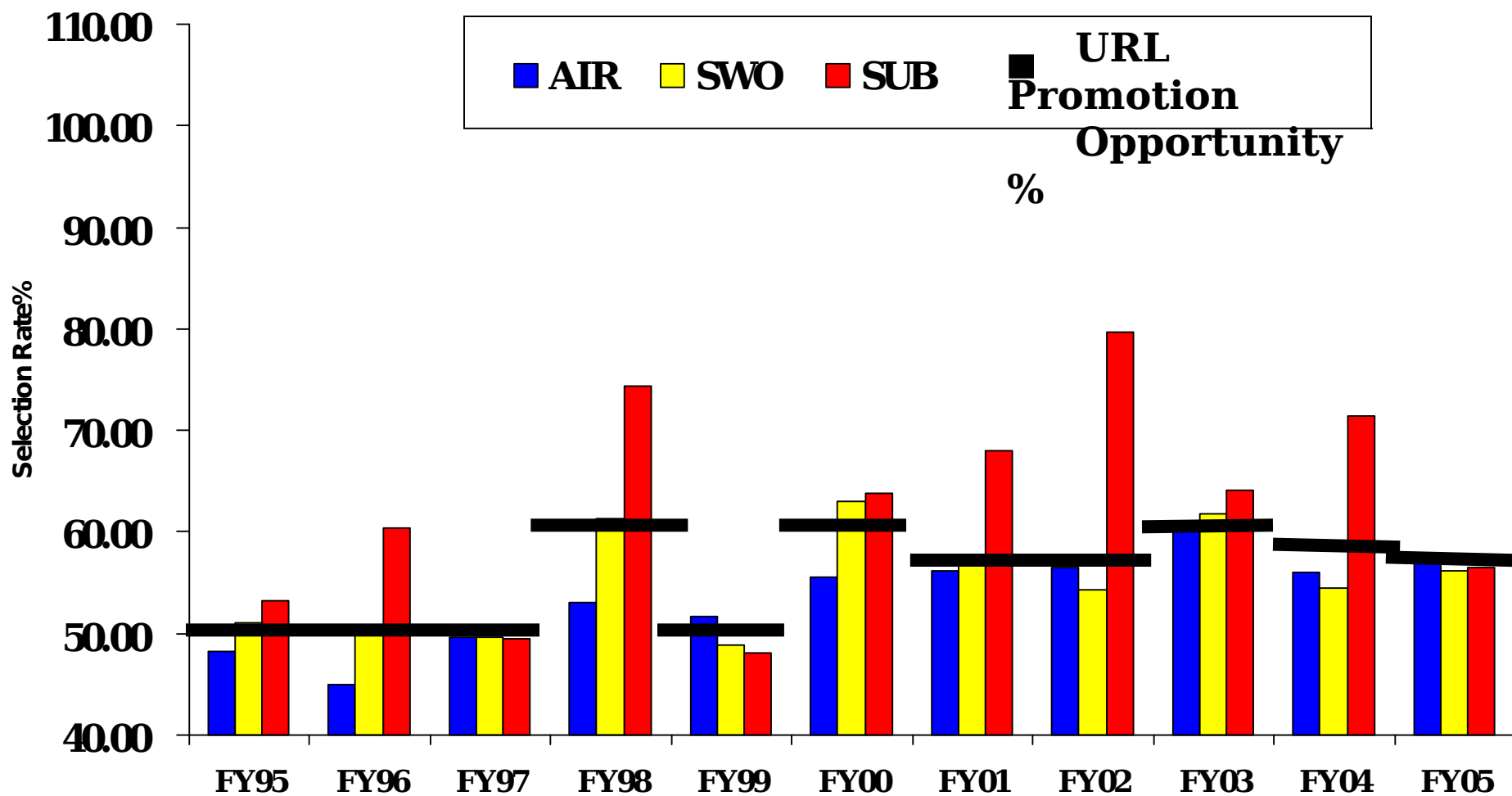
1993-2005





URL 0-6 Promotion Board

1995-2005





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PERS-42 Website

Stay Plugged In!



- **Detailer Contact Info (email addresses and phone numbers)**
 - Send your email address to p421e@bupers.navy.mil
- **School Schedules (Pipeline, SOAC, PXO, PCO)**
- **Engineer's Exam (PNEO) Schedules**
- **JO Web JASS**
- **Graduate Education Information**
- **Nuclear Officer Incentive Pay (NOIP) program status and frequently asked questions**

Contract Re-Negotiation Procedures

- **Information on Pay Initiatives**
- **Latest Detailing Port visit and Screening Board Schedules**

www.bupers.navy.mil

Search on Detailers and PERS-42



Detailer Functions



- Match people with jobs
- Assist in career management

PROMOTION

SCREENING



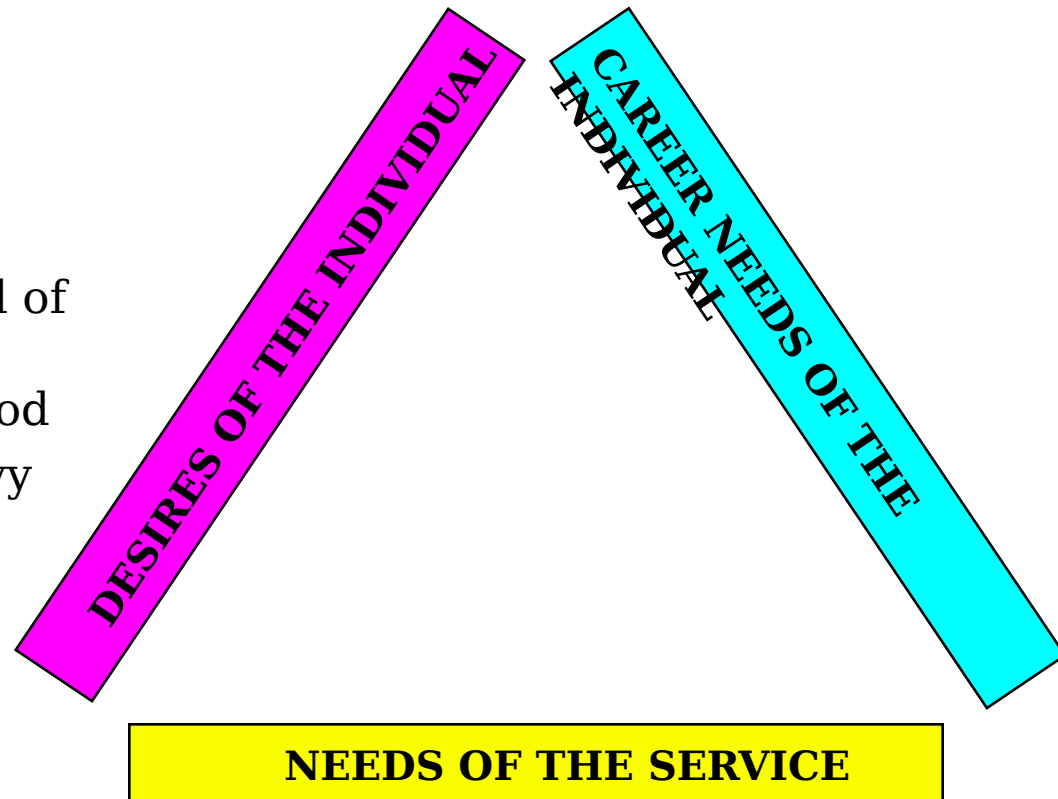
Detailing: *Mechanics*

■ Detailing “Triad”

■ Placement vs Distribution

■ Slating process

- Done at nearly every level of seniority
- Set of jobs in a given period
- Ensure “Needs of the Navy are met”
- Slate assignment
 - » PRD is entering argument
 - » Open to negotiation





Detailing Considerations



- **Talk to detailer at least 12 months in advance of transfer**
- **Prioritize desires of location, ship/command type, and billet type**
- **Express all your interests, but provide an adequate target size**

Needs of the Navy (fine print)

- **There will always be very important, challenging jobs which must be filled**
- **Often, the most challenging jobs are also the most rewarding**
- **Job availability in a certain region or field can be limited**
- **Diversification of jobs and geography can lead to some of the best experiences in the Navy**



Career Gates



■ Specifics

<u>MILESTONE</u>	<u>GATE</u>	<u>RATIONALE</u>
------------------	-------------	------------------

SOAC	Jul 7 YCS	DH FITREP before IZ O-4
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PXO	Aug 13 YCS	In the XO Job before IZ O-5
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PCO	Sep 17 YCS	2xCO FITREP before IZ O-6
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■ A “Tripwire” which if exceeded requires detailed review

- Going past a gate may not be detrimental
- Your specific circumstances must be evaluated
 - » Value of the job taking you past your gate
 - » When you will actually be In Zone (IZ) for your next rank
 - » Where you will be in the FITREP cycle when you actually arrive



TOSS



- **Used to determine CONSUBPAY eligibility for officers with nuclear Additional Qualification Designators (AQD)**
- **One month of TOSS earned:**
 - For each month assigned to a Submarine
 - For each month of JO, DH, PXO, and PCO pipeline schools
 - For 48 hrs of submarine ride time when assigned to Submarine Support Staff (Squadron, Group, TYCOM). Same rules as OPSUBPAY
- **Gates** (Service time referenced to start date at Nuclear Power School)
 - 72 Months of TOSS at 12 years => CONSUBPAY to 18 YCS
 - 96 Months of TOSS at 18 years => CONSUBPAY to 22 YCS
 - 120 Months of TOSS at 18 years => CONSUBPAY to 26 YCS
- **Responsibility:**
 - **Each officer must know his TOSS status and ensure ride time is documented. Fax ride sheets to PERS-421D (901) 874-2648**



JO Shore Duty Slate



- Detailing is assisted by the Job Advertising and Selection System (JASS) which is now internet accessible in the privacy of your own home:

www.bupers.navy.mil/pers42

Click on JASS Link

- CY quarter of JO's rotation date is entering argument
- Each slate opens ~8 months prior to mid-quarter and closes ~6 months prior to mid-quarter
- JOs should call the JO Shore Detailer as frequently as required to discuss available jobs and prioritize their specific desires to establish their "*comfort zone*"



JO Shore Duty Slate *Mechanics*



■ Jobs are prioritized 1, 2, or 3

- PRI 1 jobs are must fills
- PRI 2 jobs will be filled after all PRI 1 jobs
- PRI 3 jobs will not be filled on the slate

■ Only one slate is posted on JASS at a time

		<u>Opens</u>	<u>Closes</u>
PRD: May - Jul 05	3 rd QTR Slate	10 Jan 05	11 Mar 05
PRD: Oct - Dec 05	4 th QTR Slate	15 Apr 05	3 Jun 05
PRD: Jan - Mar 06	1 st QTR Slate	~15 Jul 05	~15 Sep 05

■ Jobs can apply for as many jobs as they want

- Prioritize assignments 1 through 99
- Give the detailer enough to work with
- Larger target comfort zones are easier to meet

■ COs are highly encouraged to provide input

Once the slate closes, the assignment is binding



Department Head Detailing



■ Orders

- Orders to SOAC Issued 9-12 months prior to SOAC
- Receive orders to ship about 2 months into SOAC

■ Slate Process

- Officers are provided the slate for their class 3 months prior to convening
- A prioritized list of preferences should then be returned to the DH Detailer
- Receive tentative assignment about 2 months prior to class convening

■ Billets

- When changes occur, the majority actually move up the officer's preference list
- Historically 80-90% receive a top 1/4 choice and over 95% receive a top 1/2 choice



Post DH Detailing

■ Priorities

- Relieve the officers going to XO
- Fill required War College quotas (Navy, Army, AF, USMC)
- Fill Joint billets

■ Perisher - Four per year

- 2 UK, 1 Dutch, 1 Norwegian
- Direct from DH or following post DH shore tour
- PRD is a significant driver
- SCC Instructors make the final decision

■ Highest Post DH Concentration Areas

- Washington D.C.
- Norfolk
- Omaha, NE (STRATCOM)



XO Detailing

- **Post DH Detailer determines class members 6-8 months out**
 - An Email requesting preferences is sent to each officer

- **Class membership list provided to the XO Detailer who slates the class**
 - All records reviewed
 - Experience is considered to ensure overall balance within each career
 - Goal is to ensure each officer has made at least one SSN deployment and one SSBN patrol prior to Command
 - Preference list is a big factor



Post XO Detailing

■ Priorities

- Relieve the officers going to command
- Fill required War College quotas (Navy, Army, AF, National, ICAF)
- Fill Joint billets

■ Some Post XO assignments are “Nuclear In-Rate”

- MTS OIC (X2), Force Nuke (X2), NRLL (X2), PCU OIC
- Some may be assigned to Non-Engineer Served top performers

■ Some Post XO assignments are “Sea Intensive”

- Squadron Deputy Commander
 - » Complete the NR PCO course and attend SCC
 - » Superb preparation for command
- Strike Group Submarine Operations Officer (N-31)

■ Should begin discussions about 9 to 12 months out

- Much smaller body pool / job pool than you have experienced in your past
- Changes in the list of possibilities frequently do happen



CO Detailing



■ PCO Detailing

- P421 determines PCOs in the class
- P42B determines which submarines in class (attempt one submarine per port)
- Slating is a complex process involving both TYCOMs, N77, and NR (Final approval by 4 flag officers)
- Process starts T-10 months with goal of notification by T-5 mos



■ Post Command Detailing (pre-MC)

- “2+2” detailing = 2 years waterfront support + 2 years shore duty prior to Major Command (4 yrs nominal time)
- Sequence can be reversed if necessary



Post Command



■ Waterfront Support Tour

- NPEB
- TRE/CSTT Team
- Squadron Deputy
- CVSG/Fleet Staff
- SUBGRU Staff

■ Joint/Major Staff/Shore Support

- Joint (up to 3 years)
 - » JPME Phase II/NDU/War College follow-on
- TYCOM Pre-MC Billets
- DC Tour
 - » (BUPERS/N77/N8/Other OPNAV/OLA/OSD)
- Other 1000/1050 Billets

Notes:

- Two 2-year tours nominal. Sea-intensive tour preferred as first assignment
- Goal of 4 years from Command to Major Command
 - May require 5 years for those who attend a War College then go to JCS
- Can reverse sequence, but must complete a waterfront support tour prior to Major Command (limited case basis waivers)



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CO/XO Screening Board Communications / Actions

- Several months prior, each officer should review his own record and order a complete copy on CD at www.bol.navy.mil
- PERS-42 will send a letter to each command 2 months prior providing:
 - Each officer's screening status
 - Quotas for CO and XO screening
 - "Submarine Support" / "Not Cleared" fact sheet
- PERS-42 will send a letter to each officer prior to his final look detailing the financial implications of not screening
- PERS-42 scrubs the records of all eligible officers 1 Month prior
 - Officers with missing/incomplete items will be contacted by a detailer
 - Required items should be faxed to PERS-42 (901) 874-2648
 - Further action will be required to permanently update the record
- PERS-3 will also generate a message to identify discrepancies
 - Also provided for Statutory Boards
- EACH OFFICER IS **RESPONSIBLE** FOR HIS OWN RECORD



After the Screening Board



- Initial notification of screening status made via chain of command
- PERS-42 will send a letter explaining financial implications to those officers placed “Not Cleared”
- A detailer will contact each officer placed “Not Cleared” or screened for “Submarine Support” to explain financial / career implications and answer any questions



After a Statutory Board



- Check status at www.persnet.navy.mil
- ALNAV select message provided several months after board
- Website provides promotion and pay plan
- Monthly NAVADMIN is official notification of who will be promoted on the first of the next month
 - Usually sent a few days prior to the promotion day

SCREE

N

T

O

REQUIREMEN

TS



The Screening Process *Background*



- **CO/XO Screening Board is an administrative board governed by Navy Policy**
- **Screening Boards are conducted following the same rules as statutory boards (i.e. promotion boards)**
- **Since screening boards are conducted like statutory boards:**
 - The FITREP remains the official means of conveying information to the board
 - Input on screening comes from the CO



Key to Success



PERFORMANCE PERFORMANCE PERFORMANCE

- **Screenings and promotions are based on factual, documented performance**
- **Your fitness reports will ultimately determine what jobs you will be assigned to and how far you will go in your career**
- **Ensure your record is accurate!**
 - Review your record on line at <http://www.staynavy.navy.mil>
 - Start early
 - Correction process is simple and easy to follow directions are provided

FOR OFFICIAL US ONLY

OFFICER SUMMARY RECORD

NAME							
NUKE JOE P							
SSN		FILE NO.	DESIGNATOR	DATE OF BIRTH	AGE	PROF. SERV DATE	FOR BOARD USE
23-45-678			1120	620412	36		
CAPT		CDR	LCDR	LT	LTJG	ENS	WARRANT
PROM HISTO				940901	880901	860523	840523
DATE OF RA							
PRESENT DUTY STATION				PRESENT BILLET			
USS HAWKBILL (SSN-666)				EXECUTIVE OFFICER			
EDUCATION				SERVICE SCHOOLS ATTENDED			
COLLEGE	DATE/LEVEL	MAJOR	LANG. PROF	SUB-SPEC			
MIT	85 MASTER	NUC ENG	GM 33 3	0028P	COURSE: SUB OFF ADV		
					DATE/WEEKS: 9208 22		
USNA	84 BACH/1 PR	CHEM ENG		0053G	COURSE: SUB OFF BASIC		
				0068G	DATE/WEEKS: 8605 12		
ACTIVE DUTY	PREVIOUS MILITA	YEAR	MONTHS	HIGHEST	REMARKS		
START DATE	SERVICE			RATE/GRADE			
840523							
		PERSONAL DECORATIONS					
		MSM 01					
		NAV COM 03					
		NAV ACHV 05					
SPECIAL QUALIFICATIONS							
1 NU TR GEN 7							
2 CMD NUCQUAL 8							
3 NU TR ENG Q 9							
4 NUC TR ENG S 10							
5 NUC TR ENG P14 11							
6 JS7 JPME PHASE1 12							

7
A

TAKES THE HARD JOBS!!
ALWAYS BREAKS TO THE RIGHT
RECOMMENDED FOR CO SINCE DH!

PERFORMANCE SUMMARY REPORT

SUBMITTED BY: VUC27!

DATE OF REPORT: 03/16/99

NAME (LAST, FIRST, MIDDLE)							DESIG/RATE					SSN				PAGE 1 OF 1					
NUKE JOE P							1120					123-45-6789									
PG	STATION	DUTY	DATES	M O S	REPORTING		SENIOR TITLE	TRAITS					AVERAGES			PROMOTION REC					RPT TYPE
					NAME	PG		1	2	3	4	5	IND/SUM	R/S	CUM	SP	PR	P	MP	EP	
04	COMSUBPAC	ASST FRC NUC	110395 042496	6	SMITH	07	COMMAND ER	0	0	1	5	0	3.83 4.03	14 4.11	0	0	X 3	2	1	RG	
04	COMSUBPAC	ASST FRC NUC	042596 071596	3	BURNS M	05	ACOS	0	0	2	1	3	4.17 4.09	3 4.00	0	0	1	X 1	1	RG	
04	COMSUBPAC	ASST FRC NUC	071696 103196	4	BURNS M	06	ACOS	0	0	2	0	4	4.33 4.38	7 4.38	0	0	2	1	X 1	RG	
04	COMSUBPAC	ASST FRC NUC	110196 083197	9	BURNS M	06	ACOS	0	0	0	0	6	5.00 5.00	8 4.40	0	0	0	0	X 1	RG	
04	SUBSCH00L	PX0 STUDENT	090197 120497	3	GRIMES J	06	COMMAND ER	-	-	-	-	-	---	---	---	---	---	---	---	RG	
04	USS HAWKBILL- SSN 666	EXECUTIV E OFF	060598 100298	4	LOVEJOY	05	COMMAND ING OFF	0	0	0	1	5	4.83 4.28	5 4.29	0	0	0	1	X 1	RG	

Broke out at
COMSUBPAC!

Score	# - Total	Score
100	3 - 3	100
95	5 - 8	95
90	10 - 18	90
85	4 - 22	85
80	7 - 29	80
75	6 - 35	75
70	5 - 40	70
65	2 - 42	65
60	1 - 43	60
55		55
50	1 - 44	50
45		45
40	2 - 46	40
35	1 - 47	35
30	2 - 49	30
25		25
20		20
15	1 - 50	15
10		10
5		5
0		0



Retaining the Right JOs

Dept Head Screening

■ Administrative Board convened annually in December

- Historically, has been one look conducted at 6YCS (5.5YCS for Summer Grads)
- Historically, has been “all qualified” selection criteria

■ Categories

- Screened
- Not cleared

■ Two-look process allows:

- Earlier identification of the most promising DH candidates, and
- Targeted efforts to retain them to DH
 - » Need your help guiding first look screeners to commit to SOAC by signing a 4 or 5 year NOIP contract
- Better “fidelity” for screening to requirements on second look at 6YCS

RECENT BOARDS

■ FY 01:
98%

■ FY 02:
100%

■ FY 03:
99%

■ FY 04: 93%

■ FY 05:
94%



Changes to CO/XO Screening Background

- In September 2002 CO and XO screening percentages and timing were changed
- For CO: Shifted screening one year to the right
Changed percentage from 20/30/50 to 30/50/20
- For XO: Maintained screening timing
Changed percentage from 20/30/50 to 10/30/60
- Effect of changes will allow screening boards additional FITREPs to evaluate “at sea” performance data
- Screening transition plan put in place to shift from old system to new system



CO Screening Transition Plan



YG	FY-03	FY-04	FY-05	FY-06	FY-07	FY-08
88	30%	50%				
89	20%	30%	50%			
90			30%	50%	20%	
91				30%	50%	20%

Past Boards

Future Boards

Screening Complete

No Changes

First YG under new percentages

 *Past Plan*
 *New Plan*

- YG-90 “delayed” to achieve one year delay
- Changes will result in more officers being unresolved as they roll ashore from XO tour. More commands will be assigned unresolved officers for post-XO billet fills. Not lower quality - just unresolved
- FY-06 board will not have a final look and therefore will not produce any COSS officers



XO Screening Transition Plan



Year Group	FY-03	FY-04	FY-05	FY-06	FY-07
92	30%	50%			
93	20%	20%	60%		
94		10%	30%	60%	
95			10%	30%	60%

→ No Changes
→ First YG affected
→ First YG under new percentages

Past Boards

→ Future Boards

 *Past Plan*
 *Transition Plan*
 *New Plan*

- With more officers remaining unresolved until 3rd Look, more commands will be assigned unresolved officers for post-DH billet fills
 - Does not mean they are getting a lower quality officer, just an officer whose screening status is unresolved



Executive Officer Screening



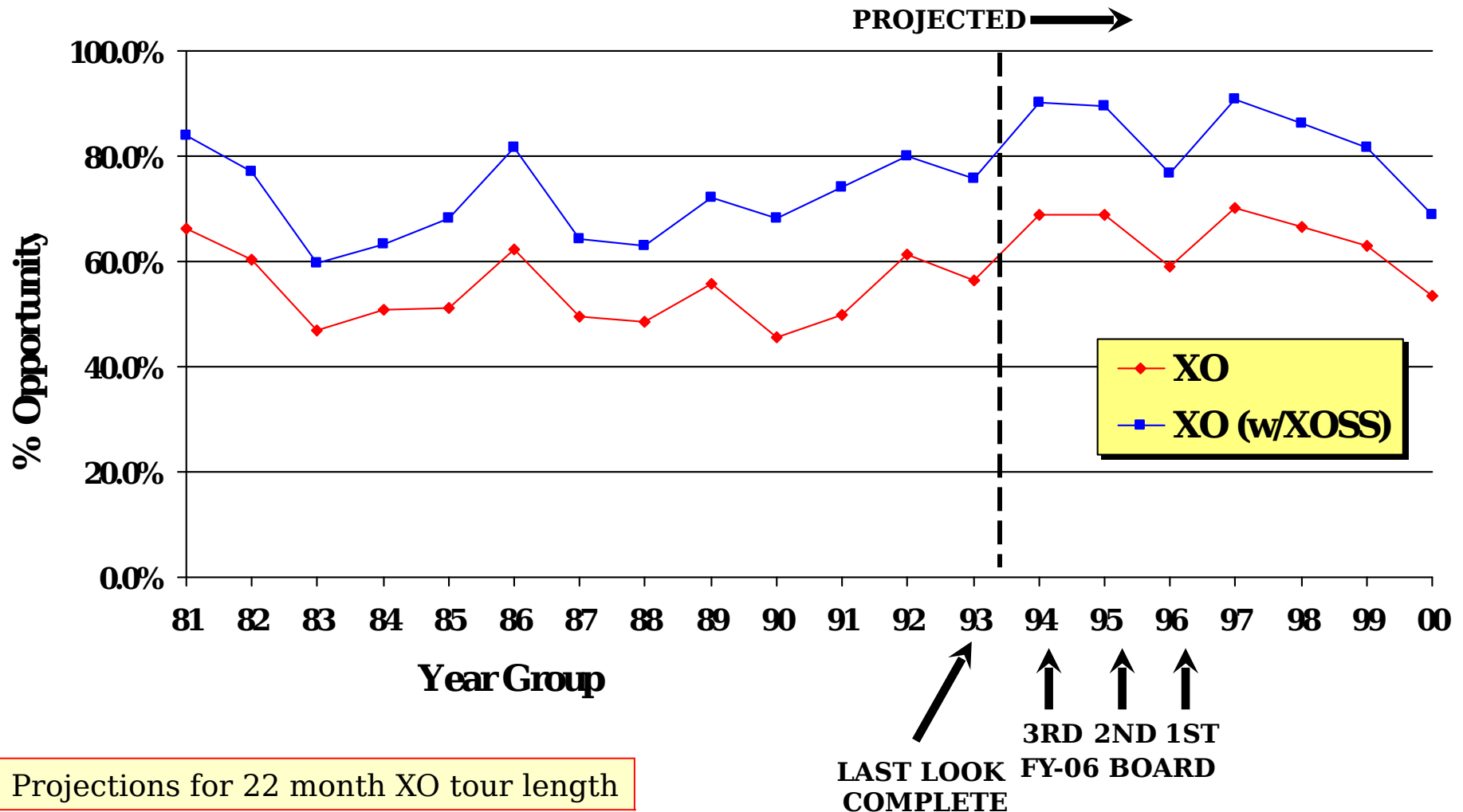
■ Categories

- **Screened for XO Assignment**
- **Screened for Submarine Support (XOSS)**
 - » Fully qualified
 - » Can replace screened officer in his year group or senior during the fiscal year following designation as XOSS
 - » Beyond the next fiscal year XOSSs will not be assigned to serve as XO
 - » Maintain Nuclear Quals/Bonus and CONSUBPAY eligibility until 15 YCS or transfer from current nuclear support billet, whichever is later
- **Not cleared for XO**
 - » Loss of Nuclear Quals/Bonus and CONSUBPAY eligibility

Once an officer screens for XO, document his screening status in his FITREP. Statutory boards no longer stamp officer records with screening status.



XO Opportunity *History and Projections*





Commanding Officer Screening

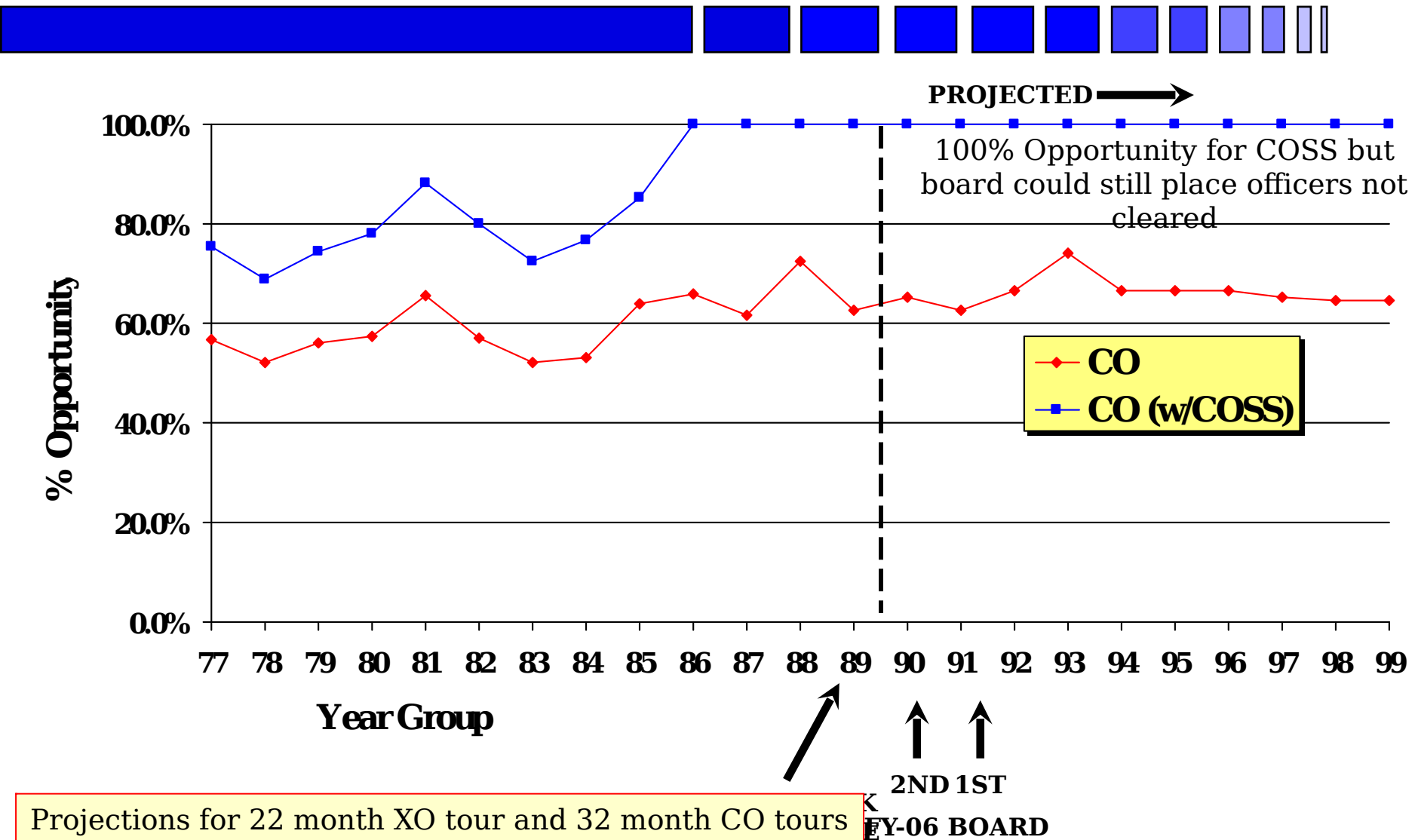


■ Categories

- Screened for CO Assignment
- Screened for submarine support (COSS)
 - » Fully qualified
 - » Following designation as COSS, officers will be detailed to SCC enroute to Squadron Deputy. Serving Deputies will be used to replace CO's when needed
 - » Maintain Nuclear Quals/Bonus and CONSUBPAY eligibility until 21 YCS or transfer from current nuclear support billet, whichever is later
- **Not cleared for CO**
 - » Loss of Nuclear Quals/Bonus and CONSUBPAY eligibility



CO Opportunity *History and Projections*





COSS/XOSS Program *Status*



■ XOSS Program:

- Average of 6 XOSS officers per year called up to XO
- Promotion rate to O-5 for XOSS officers not called up to XO has averaged 67% over the last four years (20 of 30 IZ). Compares favorably with URL promotion rate of 72.5% during similar period

■ COSS Program:

- Average of 2 COSS Officers per year group called up to CO
- Promotion rate to O-6 for COSS officers not called up to CO has been 30% over the last four years (13 of 43 IZ)
- Same pay and benefits of CO served counterpart through retirement eligibility



COSS Program



■ COSS Ranking no longer required

- Assignment to post-XO deputy will now determine eligibility for CO call up**
- All COSS call ups to serve as a CO will be made from serving post-XO deputies**

■ Post Deputy Command Tours Include:

- NSSC/SSSU (5)**
- Dolphin**
- DSU**
- FBM Test Unit**
- Yorktown**
- NRD (2)**



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Joint Professional Military Education



■ Important facet of professional development

- Preparation for Joint / Major staff assignments

■ Increasingly important for promotion

- Prerequisite for O-7 promotion beginning with FY-09 Board (DEC 07)

■ Career path constraints suggest that submarine officers should be JPME Phase I complete before PCO pipeline

- Navy leadership has signaled JPME Phase I will become a requirement for FY09 CDR Command screening boards (held in FY08)
- Execution details remain under discussion

■ Many opportunities for JPME are available. Methods to receive JPME include:

- Resident Course at one of the Service Colleges
- Non-Resident Seminar Course at selected sites
- Correspondence Course (various services)

■ Individual initiative and Command support are key to timely JPME Phase I completion



Navy Education Vision



■ CNO NAVADMIN - Jul 01

*“...a **commitment to education** and learning that will arm our Sailors to excel professionally and personally...”*

■ Promotion Board Precept Language

*“... boards shall **favorably consider** post-graduate degrees, military education, and experiences in specialized areas”*



Funded Graduate Education

We've got it!

■ 22 quotas at Naval Post Graduate School (NPS)

- Benefits of attending the NPS include a Masters degree, JPME Phase I, and an excellent quality of life
- **New** EMBA Distance learning Program is also available

■ 6 USNA Company Officer Billets

- Masters Degree in Leadership from the Navy Post Graduate School

■ Scholarship Programs

- MIT Woods Hole, Olmsted

■ War College (Navy, AF, Army, Marines, ICAF, NDU)

- In most cases, a Masters Degree can be obtained with little or no additional effort
- Navy is now allowing upwardly mobile LTs to attend
- Washington D.C Seminar Program now awards a ***Master of Arts in National Security and Strategic Studies***
- These are high priority fills

■ 70 1120 Officers Billeted at NROTC Units including 50 JOs

- Many Universities have reduced/free tuition for staff

■ Tuition Assistance available to all

- Covers 100% of tuition/fees up to \$250/credit hour not to exceed 12 semester hrs/yr



Graduate Education Voucher (GEV)



- **Formerly known as Tuition Assurance Program (TASS)**
- **Eligibility**
 - URL O-3 to O-5 with no previous masters degree
 - Shore Duty assignment supports time available
 - Sustained superior performer
- **Covers up to \$20K/year for 2 years used for “Navy Relevant” Masters Degree**
- **OBLISERVE incurred**
 - 3 months OBLISERVE for every 1 month of GEV received
 - Max OBLISERVE is 3 Years
- **Request GEV quota by formal letter to PERS-42 via Commanding Officer ([NAVADMIN 306/03](#))**
- **NPS must certify program as leading to a subspecialty**



Other Graduate Education Options

■ Wharton School MBA

- One 1120 O-3 or O-4 per year
- Tuition and fees reimbursed via GEV (actual costs may exceed \$20k limit)

■ Wharton EMBA program an option for those serving in the DC area

- Program not Navy sponsored, must coordinate with local command

■ Old Dominion University

- Eligible for twelve credit hours towards any Engineering Masters Degree
- Can complete Master's Degree with as few as six additional courses
- Can be used with GEV, PACE, or TA

■ Catholic University - Washington D.C.

- Awards 12 credits towards the required 30 credits for a Master's in Engineering Management



Compensation Initiatives

■ Base Pay raises expected to be at least 3.5% per year through FY-06

- Employment Cost Index (ECI) + .5%
- FY-05 President's budget includes a 3.5% average increase in Base Pay

■ Enhanced Career Sea Pay

- Eligibility expanded to all pay grades
- Pay tables adjusted

■ SUBPAY increase to account for effects of inflation (last increase 1988)

- FY-02 legislative change took pay tables out of law and raises legislative *limit* to \$1000/month.
- Targeted SUBPAY rate increases:
 - » Junior officers and enlisted took effect on 1 Oct 2002
 - » Targeted pay raises for DH/XO/CO took effect 1 Oct 2004

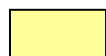


Compensation Initiatives

SUBPAY



COMMISSIONED OFFICERS														
Pay Grade	Years of service based upon Pay Entry Base Date													
	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18	Over 20	Over 22	Over 26
O - 10	355	355	355	355	355	355	355	355	355	355	355	355	355	355
O - 9	355	355	355	355	355	355	355	355	355	355	355	355	355	355
O - 8	355	355	355	355	355	355	355	355	355	355	355	355	355	355
O - 7	355	355	355	355	355	355	355	355	355	355	355	355	355	355
O - 6	595	595	595	595	595	595	595	595	595	595	835	835	835	835
O - 5	595	595	595	595	595	595	595	595	790	835	835	835	835	835
O - 4	365	365	365	525	595	705	705	705	790	790	790	790	790	790
O - 3	355	355	355	510	595	705	705	705	705	705	705	705	705	705
O - 2	305	305	305	305	305	305	425	425	425	425	425	425	425	425
O - 1	230	230	230	230	230	230	425	425	425	425	425	425	425	425



Changes for FY-05



Changes for FY-03

- FY-05 changes target mid-grade officers as compared to FY-03 changes that targeted junior officers**
- Change takes effect at beginning of DH tour to make it even more attractive to junior officers**



Compensation Initiatives (cont.)

- **Tax free BAH rates continue to significantly increase under a major DOD reform initiative**
 - Out of pocket expenses have dropped from an average 8%/year for CY03 to 3.5% in CY04
 - FY-05 President's budget continues to buy-down out of pocket housing expenses for military personnel
- **Family SGLI - more security for you and your family**
 - Covers spouse and children.
- **Thrift Savings Plan**
 - Opportunity to defer tax on a substantial portion of base pay, bonuses and special pays up to \$14,000/year in CY05
 - Translates in up to a \$3,877 reduction in current year federal tax
 - **Need to get the word out on this worthwhile savings plan! Visit WWW.TSP.GOV for more information.**



Nuclear Officer Incentive Pay

Current Program Status

■ Legislative limits versus payment rates

<u>Rate</u>	<u>Legislative Limit</u>	<u>Current</u>
COPAY	\$25,000	
\$25,000/\$22,000		
AIB	\$22,000	\$12,500
LDO AIB	\$10,000	\$6,000
ACCESSION	\$20,000	\$12,000

- Effective 1 Oct 2001, COPAY increased from \$22,000 per year to \$25,000 for 4 and 5 year agreements. Three year agreements remain at \$22,000 per year

■ N133 currently pursuing the following compensation initiatives:

- FY-06 NOIP legislature submission, increasing COPAY legislative authority from \$25,000 to \$35,000
- FY-07 Nuclear Officer Accession Bonus legislature submission, increasing Accession bonus legislative authority from \$20,000 to \$40,000



Submarine Support Incentive Pay

■ Eligibility requirements:

- Will not complete more than 25 years of active service (including previous enlisted service) by the end of the contract**
- Previously nuclear qualified and hold an 1120 designator**
- O-4, O-5, or O-6**
- No pending or approved lateral transfer requests, or applications to the Permanent Military Professor Program**
- Did not lose nuclear qualifications through DFC or refusal of nuclear orders**

■ Payment structure:

- \$10K/\$11K/\$12K per year for one, two, or three year contract respectively**

■ Governing reference is NAVADMIN 194/03



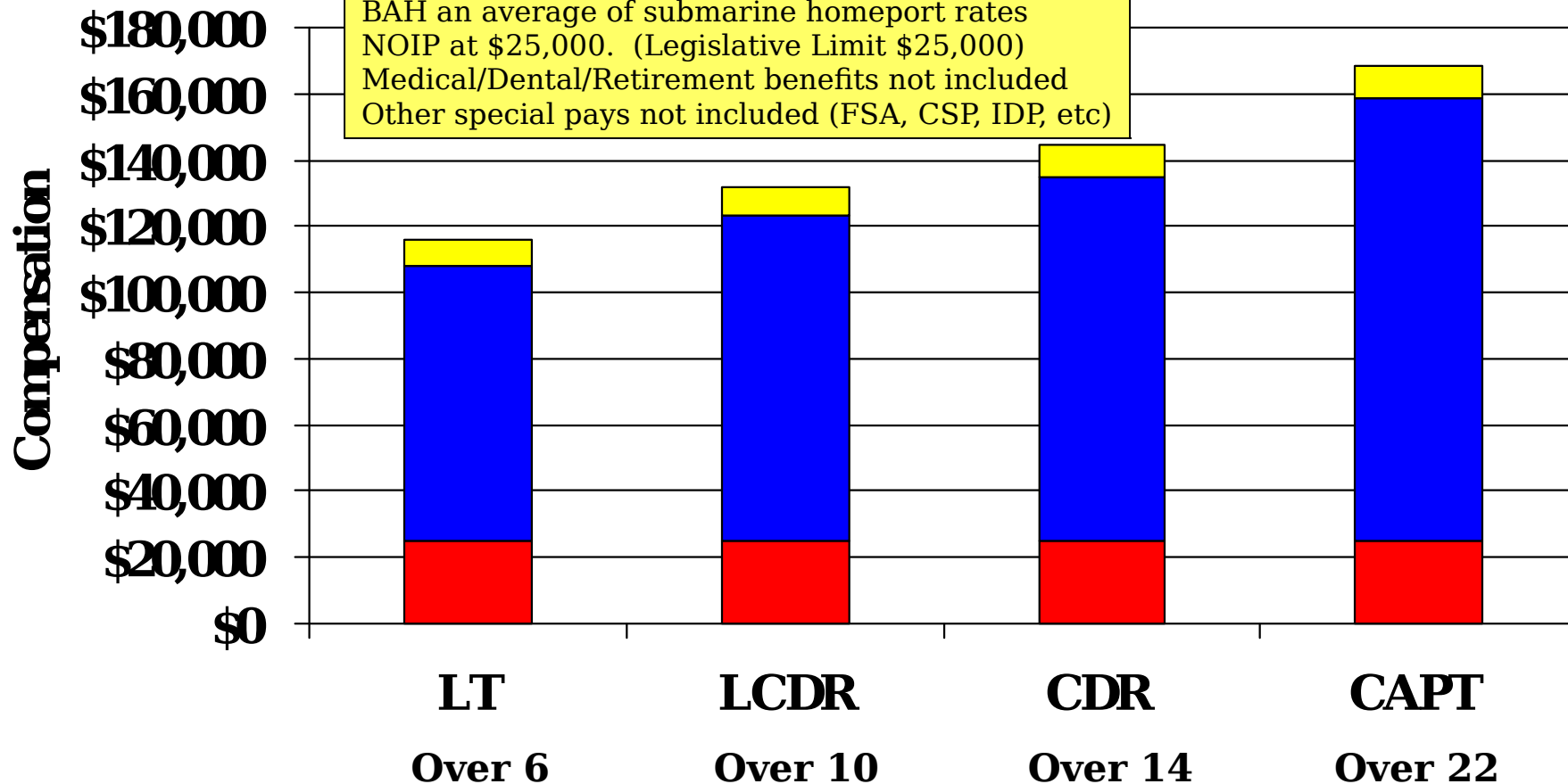
Pay and Allowances

Current Rates - 2005



■ Bonus ■ Pay and Allowances ■ Tax Advantage

BAH an average of submarine homeport rates
NOIP at \$25,000. (Legislative Limit \$25,000)
Medical/Dental/Retirement benefits not included
Other special pays not included (FSA, CSP, IDP, etc)

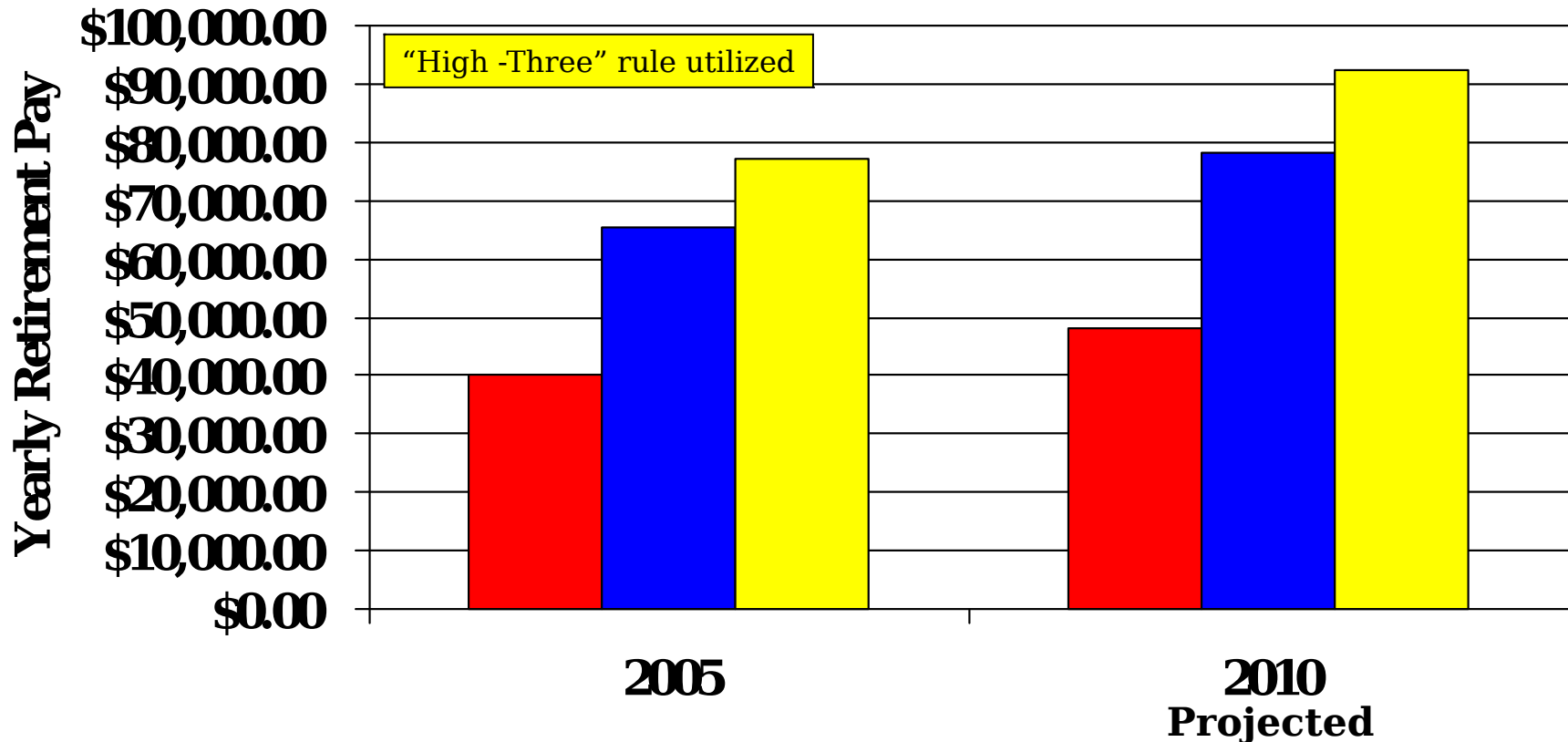




Military Retirement Benefits

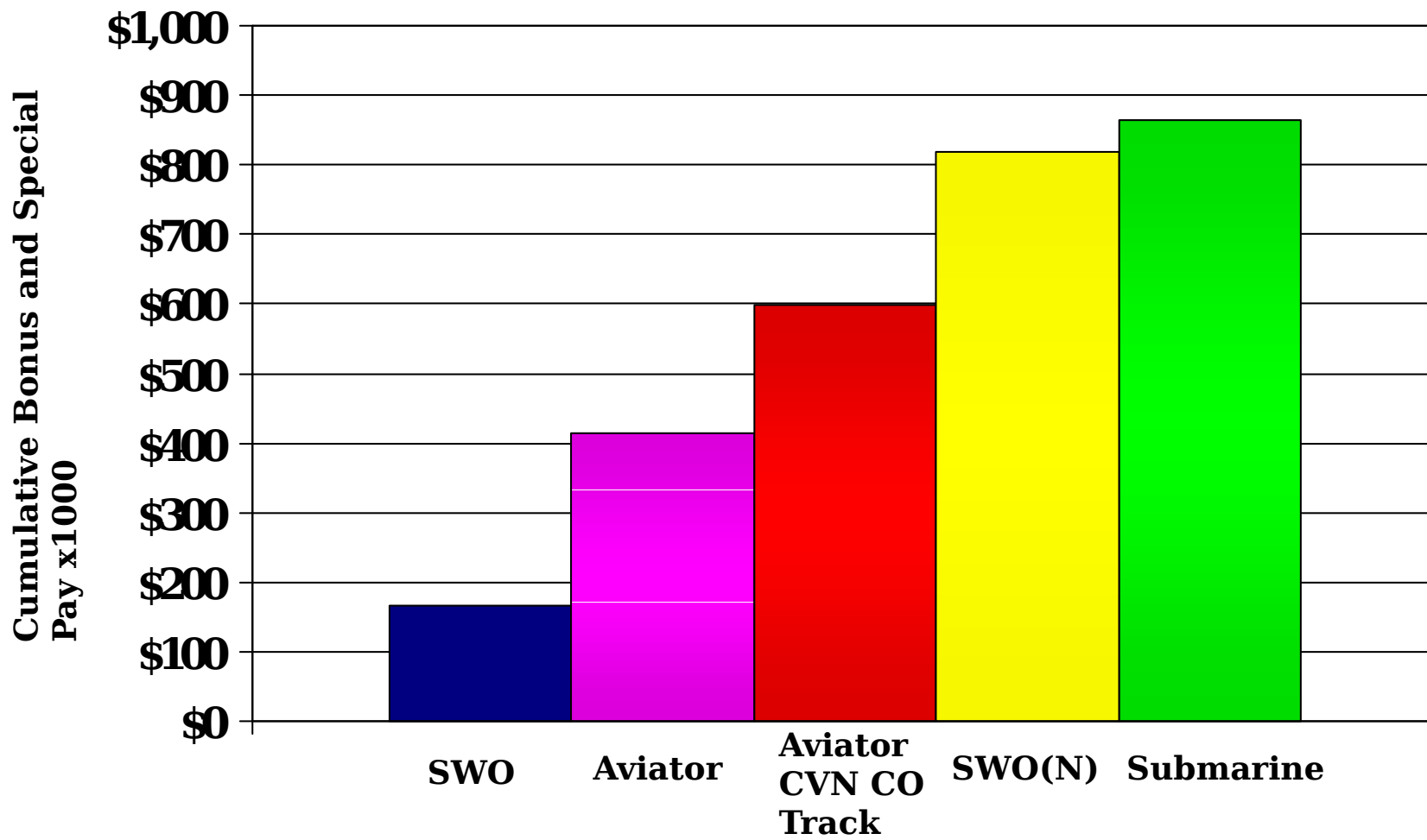
Retire at 42, 48 or 52?

■ CDR at 20 Years ■ CAPT at 26 Years ■ CAPT at 30 Years





Bonus and Special Pay 30 Year Cumulative Compensation



THE END

